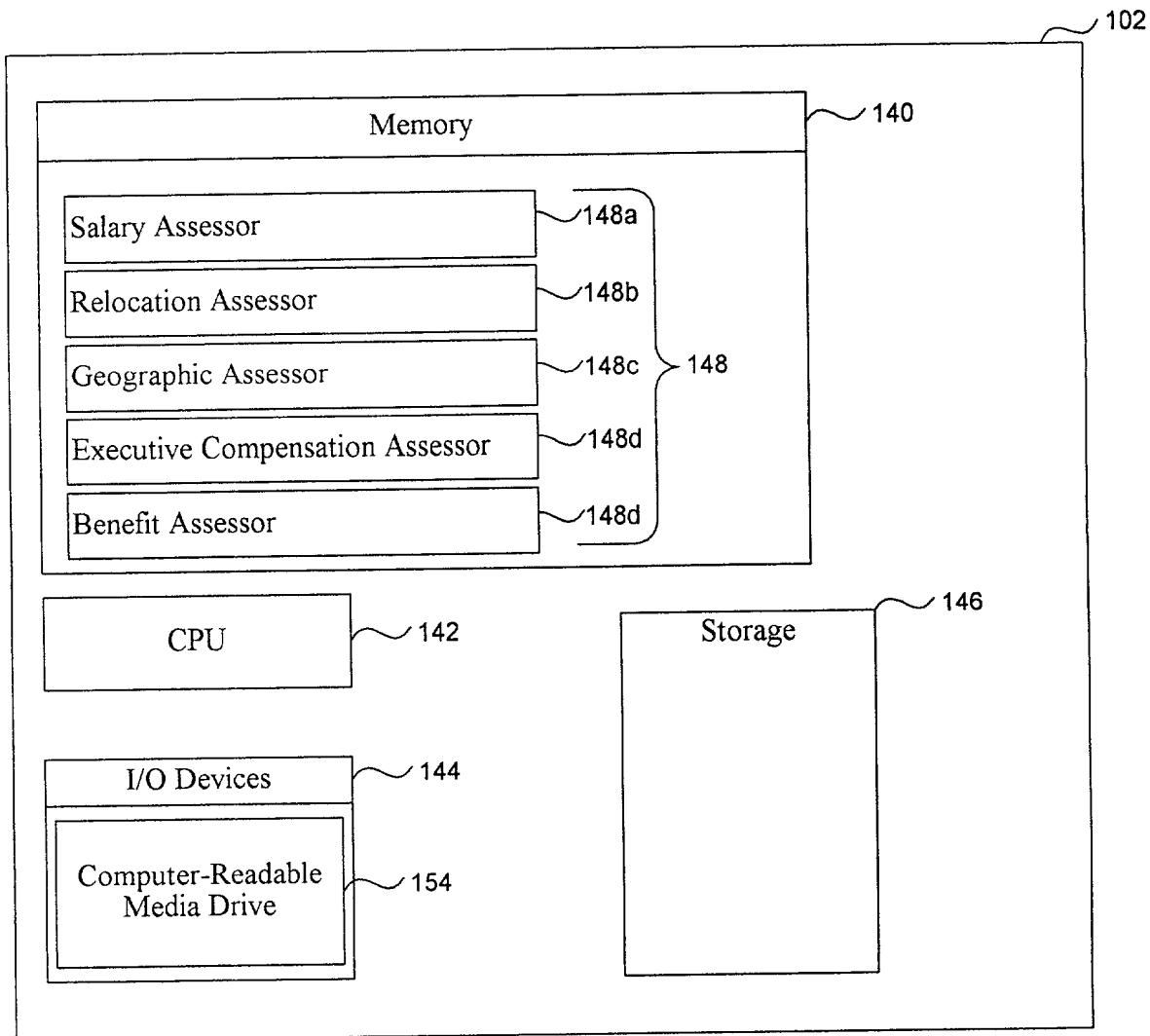
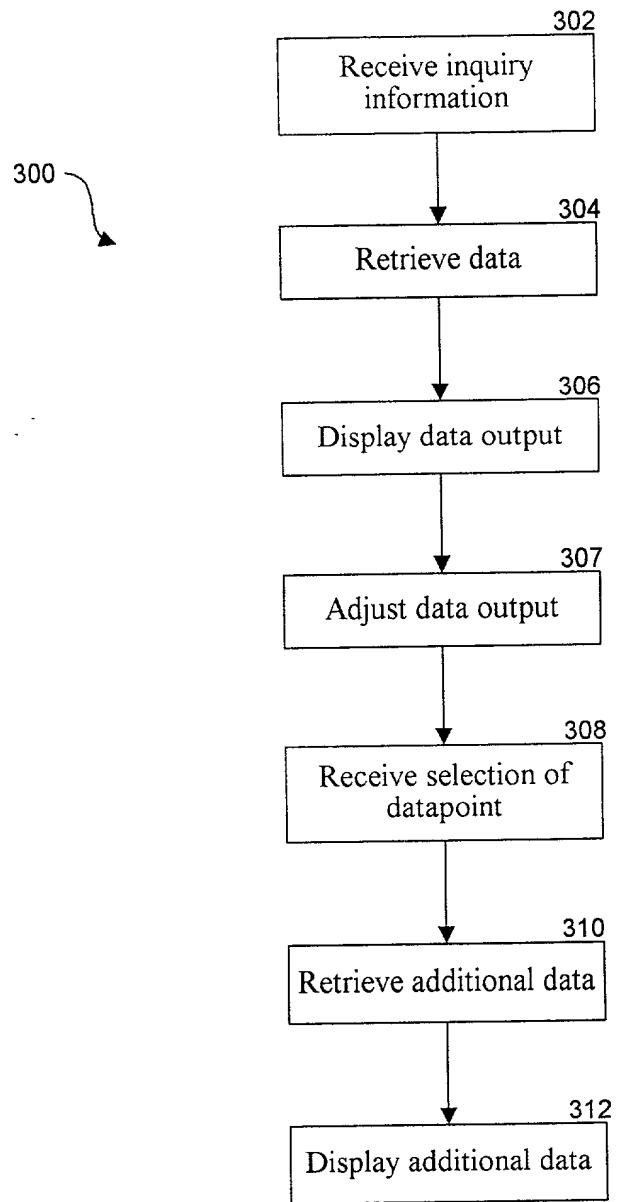


*Fig. 1*



*Fig. 2*



*Fig. 3*



ECONOMIC  
RESEARCH  
INSTITUTE

# Executive Compensation Assessor

Licensed to: ERI Example  
Subscription Expires: 12/31/2001

Account #: 018437  
LAN Users: 1

Data as of: April 1, 2001

Data expires: September 30, 2001

Loading 319 position titles. Please wait.

copyright © 2001

ERI Economic Research Institute

400

F.9 4A

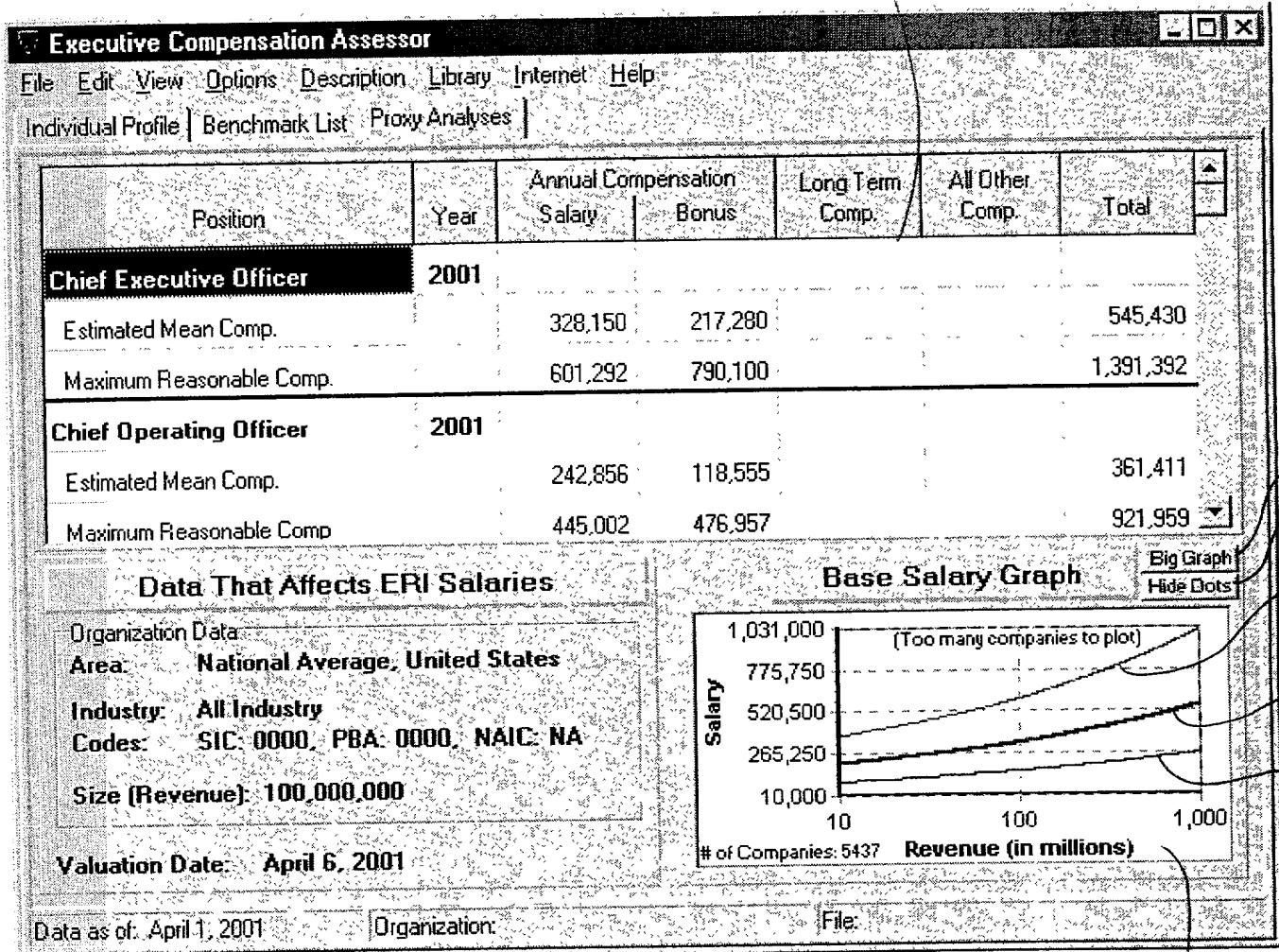


Fig. 4B

**Salary Adjustments**

Organization Data

Name: [ ]

Location (city): National Average, United States  412

Use the Geographic Assessor's Area Database of 5800+ Cities

Industry

SIC Code: 7374 PBA Code: 0000 NAIC: NA  413

Description: All Industry 414

Revenue: 100,000,000 ~ 416

Salary Planning Date: 4/ 6/01  410

Disk Operations

413b  413a  413c

Fig. 4C

## Executive Compensation Assessor

File Edit View Options Description Library Internet Help

Individual Profile Benchmark List Proxy Analyses

Position	Year	Annual Compensation	Long Term Comp.	All Other Comp.	Total
		Salary	Bonus		
<b>Chief Executive Officer</b>	<b>2001</b>				
Estimated Mean Comp.		341,767	208,127		549,894
Maximum Reasonable Comp.		631,746	787,530		1,419,276

**Chief Operating Officer**      **2001**

Estimated Mean Comp.	252,722	117,271	369,993
Maximum Reasonable Comp.	446,398	451,945	898,343

### Data That Affects ERI Salaries

Organization Data

Area: National Average, United States

Industry: Data Processing And Preparation

Codes: SIC: 7374, PBA: 7379, NAIC: 51421

Size (Revenue): 100,000,000

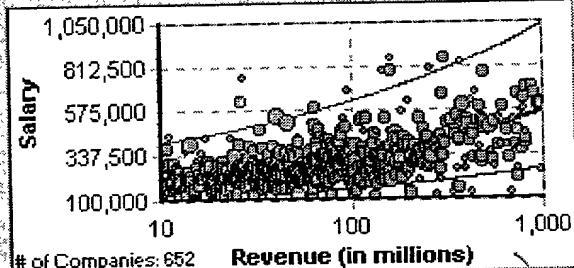
Valuation Date: April 6, 2001

Data as of: April 1, 2001

Organization:

### Base Salary Graph

[Big Graph](#)  
[Hide Dots](#)



File:

Fig. 4D

402a

404a

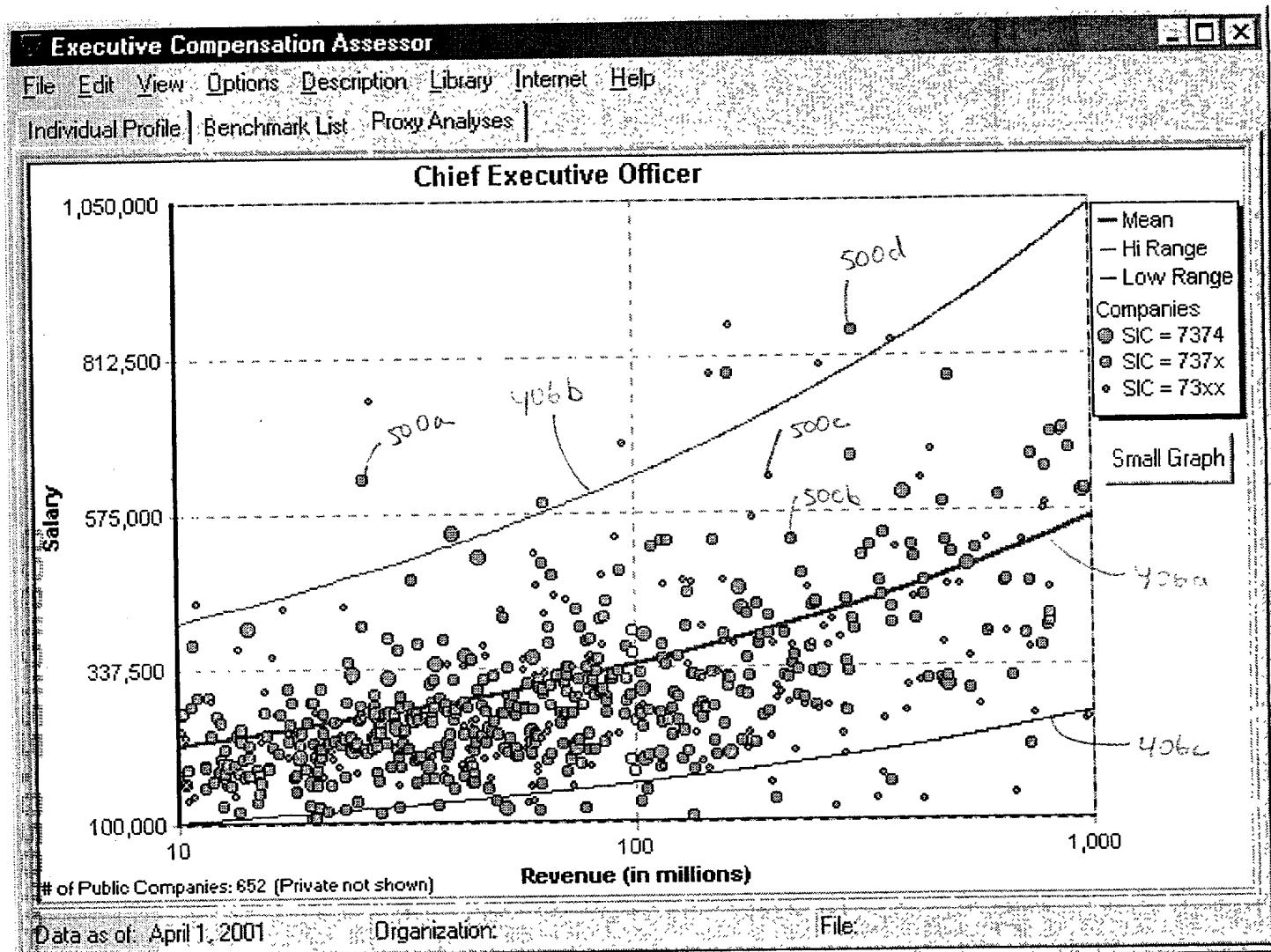
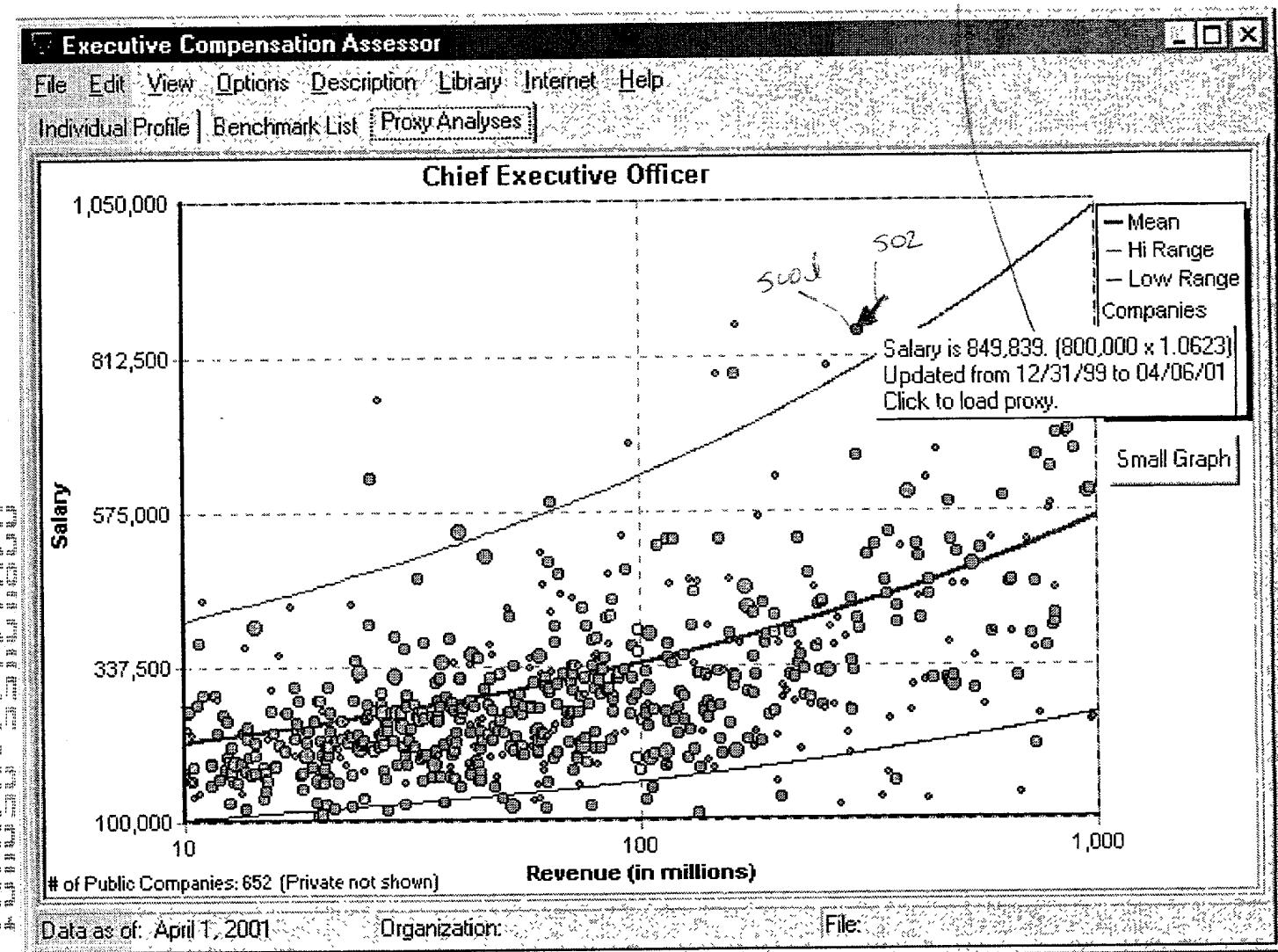


Fig SA



404a

Fig. 5B

512 510 513

Comparable Companies

Select Axent Technologies Inc Deltek Systems Inc Hte Inc Mercator Software Inc Visio Corp Graph Point

Load Full Proxy Load Full 10-K  Load Comp Table Search Text Print Save As Copy

**AVANT CORP** [www.avant.com](http://www.avant.com)

46871 BAYSIDE PKWY  
FREMONT, CA 94538

Ticker: AVNT  
SIC: 7372

Revenue (000\$): 303,620  
Assets (000\$): 435,527

HISTORIC SUMMARY COMPENSATION TABLE - Record Date: 05/16/2000

SUMMARY COMPENSATION TABLE

506

506

Fig SC

## Download 10-Ks from Internet



[www.erieri.com/clients/?id=000000](http://www.erieri.com/clients/?id=000000)

Complimentary Access For Assessor Subscribers

### Available 10-Ks

Check a 10-K Year And Then Press The Download Button

- 1997
- 1998
- 1999
- 2000

~ 516

Download

X Cancel

List success

S18

S14

Fig S6

## Download Proxies from Internet



www.erieri.com/clients/?id=000000

Complimentary Access For Assessor Subscribers

### Available Proxies

Check a Proxy Year And Then Press The Download Button

<input type="checkbox"/> 1997	S 26
<input type="checkbox"/> 1998	
<input checked="" type="checkbox"/> 1999	
<input type="checkbox"/> 2000	

Download

Cancel

List success

520

F.3 SE

Comparable Companies

Select Axent Technologies Inc | Deltek Systems Inc | Hte Inc | Mercator Software Inc | Visio Corp | Graph Point

Load Full Proxy | Load Full 10-K | Load Comp Table | Search Text | Print | Save As | Copy

-----BEGIN PRIVACY-ENHANCED MESSAGE-----

Proc-Type: 2001,MIC-CLEAR  
Originator-Name: webmaster@www.sec.gov  
Originator-Key-Asymmetric:  
MFgwCgYEVQgBAQICAf8DSgAwRwJAW2sMKK9AVtBzYZmr6aGj1WyK3XmZv3dTINen  
TWSM7vrzL&DbmYQaionwg5sDW3P6oaM5D3tdezXMm7z1T+B+twIDAQAB  
MIC-Info: RSA-MD5,RSA,  
E2fnAUwV1rl5zspp4mTSchMkj0UpS8egZnQb/7u9areLTz/jUMMIjMwwLvoZUds1  
b03prerlhF8NWqq0za91WQ==

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<SEC-HEADER>0000930661-99-000987.hdr.sgml : 19990503  
ACCESSION NUMBER: 0000930661-99-000987  
CONFORMED SUBMISSION TYPE: DEF 14A  
PUBLIC DOCUMENT COUNT: 1  
CONFORMED PERIOD OF REPORT: 19990607

576

Fig SF

540

**Comparable Companies**

Select [ 3Do Co ] Hall Knion & Associates Inc ] Qad Inc ] Qrs Corp ] Tyler Technologies Inc ]

Select Comparable Companies (maximum of five)

Revenue/SIC | Text | 538

Select from companies with:

- a revenue between  and
- the first  digits of the SIC code equal to:
- ZIP Code between and including  and
- Select the five closest matches 540

Hall Knion & Associates Inc 512

4FRONT TECHNOLOGIES INC

ARIS CORP/

BARRA INC /CA

BRC HOLDINGS INC

CLARIFY INC

COHR INC

COMPUTER LANGUAGE RESEARCH INC

DAOU SYSTEMS INC

DATA DIMENSIONS INC

DATA PROCESSING RESOURCES CORP

DATAWORKS CORP

DENALI INC

HALL KNIK & ASSOCIATES INC

HNC SOFTWARE INC/DE

HYPERCOM CORP

INTEGRATED SYSTEMS INC

JDA SOFTWARE GROUP INC

LEGATO SYSTEMS INC

MACROMEDIA INC

MSC SOFTWARE CORP

PEREGRINE SYSTEMS INC

PORTAL SOFTWARE INC

PROBUSINESS SERVICES INC

QAD INC

QRS CORP 544

SIEBEL SYSTEMS INC

SUNQUEST INFORMATION SYSTEMS I

TICKETMASTER ONLINE CITYSEARCH

TIER TECHNOLOGY INC 546

TYLER TECHNOLOGIES INC

VANTIVE CORP

VIASOFT INC /DE/

WALL DATA INC

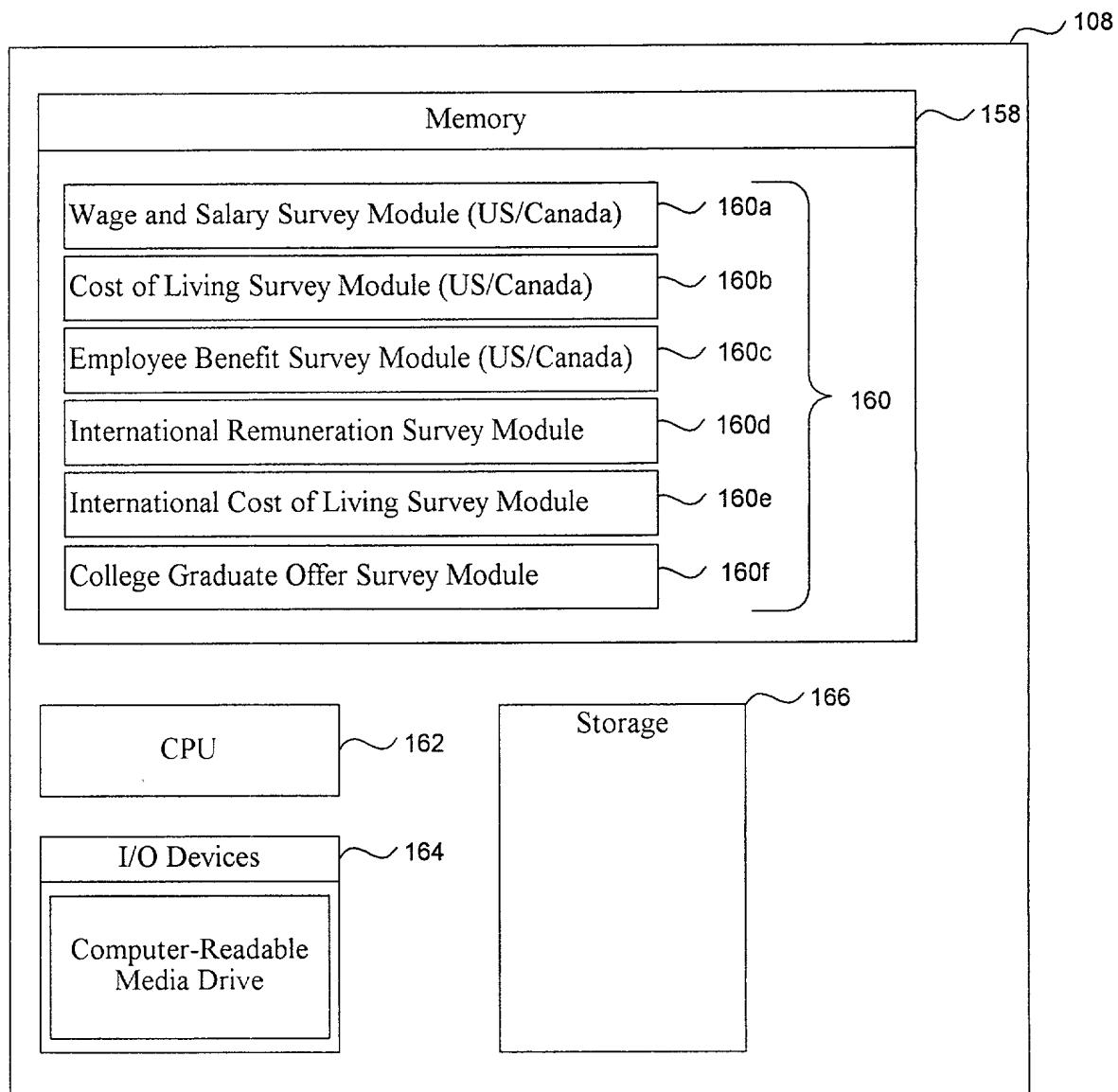
Clear All Retrieve Full Proxy Retrieve Full 10-K

~ 532

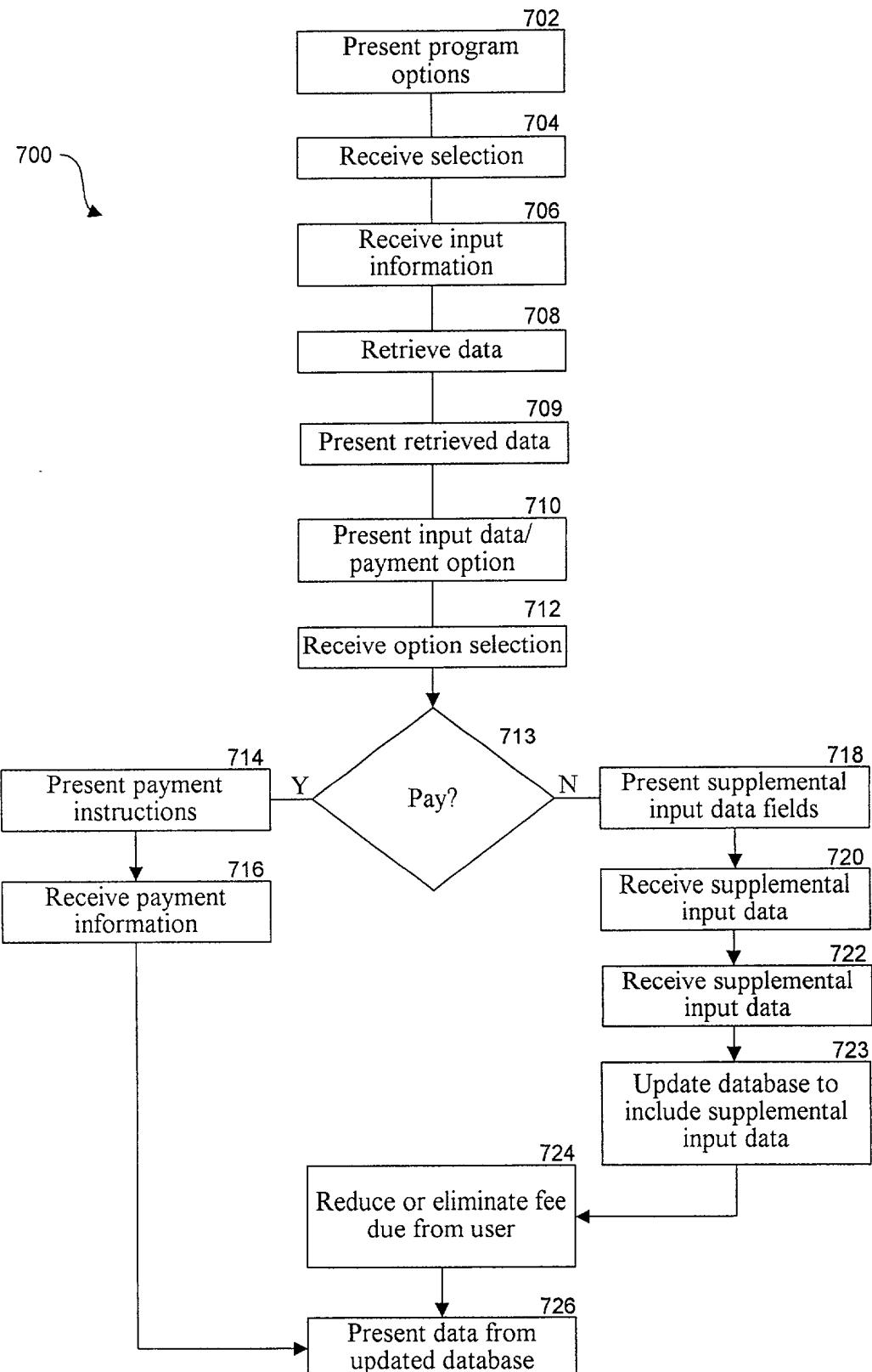
536

530

Fig 5G



*Fig. 6*



*Fig. 7*

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# SalariesReview.com The Business of Pay Information

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CPAs click here!



Affinity Program Provider

Reduce  
Cost  
Input  
Data

## U.S./Canada Wage & Salary Report

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey.

Price ..... **US \$18.00**

[QuickZip](#)

Enter a postal code now to jump to Step 4!

[Example Report](#) [Methodology](#)

802

Select your area/position. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

Step 2. State/Province

Step 3. City in Survey Area

Step 4. Position

Description - No Position Selected

Alternate Titles

803

804

810

Add to Cart

816

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Patent Pending.

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Fri 8/2



## Available Surveys

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<a href="#">U.S./Canada Cost-of-Living</a>
<a href="#">U.S./Canada Employee Benefit</a>
<a href="#">International Remuneration</a>
<a href="#">International Cost-of-Living</a>
<a href="#">College Graduate Offer</a>
<a href="#">CPAs click here!</a>
<a href="#">Affinity Program Provider</a>

## U.S./Canada Wage & Salary Survey Report

### Search Results:

**Lan Administrator**  
Austin, Texas United States  
Austin-San Marcos, TX MSA

**63,303 UNITED STATES DOLLARS**

SalariesReview U.S./Canada Internet Based Salary Survey  
SalariesReview.com

**Salary Survey Median:**  
Survey/Source Name:  
Survey Publisher:  
Survey Publication Date:  
Latest Data Collection Date:  
Population:  
Number of Organizations:  
Salary Survey Area:

49  
34

Location: Austin, TEXAS, UNITED STATES  
Area: AUSTIN-SAN MARCOS, TX MSA  
Counties: BASTROP; CALDWELL; HAYS; TRAVIS;  
WILLIAMSON

### Alternate Titles

Lan Administrator; Network (lan) Administrator; Local Area Network Administrator; Computer (lan) Administrator

### Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's

Fig. 8B

objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

Table 1

Currency: U.S. DOLLARS Position	Incumbents	Firms	Low	Median	High	Bonus
• Lan Administrator	49	34	43,255	63,303	77,079	5,138

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (28 Jan 2000)

### Methodology/Disclaimer

Complete methodology for this report can be found at "www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

### Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the:  
[Geographic Reference Report](#) or  
[Salary Assessor](#)

- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the:  
[Salary Assessor](#)

Report Date: 30-Mar-2000  
Country-of-origin values based on exchange rates effective 28-Jan-2000  
End of Report

Fig. 8C



### Available Surveys to Purchase

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate Offer](#)

### Available Questionnaires

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate](#)

CPAs click here!



Affinity Program Provider

### U.S./Canada Wage & Salary Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input subject to verification. All survey data is to be entered in the currency of the country.

#### Select Survey Area

Enter Zip

Enter postal code to jump to Step 4!

#### Step 1. Country

United States

Go

#### Step 2. State/Province

--Select a state/province--

Go

822

#### Step 3. City in Survey Area

--Select a city--

Go

#### Step 4. Position

--Select a position--

Go

824

Fill in the following information ... (In this country's currency).

#### Step 5. Your Email Address

826

**Step 6. Enter years of experience in the job and annual salary.**  
 Data should be that paid to an in-country national for the above position in the currency of the country.

In-country currency

UNITED STATES

DOLLARS

828

830

832

1. Years of experience in the position.
2. Annual salary now paid.
3. Annual bonus/incentive now paid.

Submit Data

834

820

Fig. 82



## U.S./Canada Cost-of-Living Report

### Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

[College Graduate Offer](#)

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Affinity Program Provider

Reduce  
Cost  
Input  
Data

900

Request a report consisting of 18 key cost items affecting housing, transportation, taxes, services, and consumables for 5,400 locations from this on-line interactive survey.

Price ..... US \$18.00

QuickZip

Enter a postal code now to jump to Step 3!

[Example Report](#) [Methodology](#)

Select a survey area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

Step 2. State/Province

Step 3. City in Survey Area

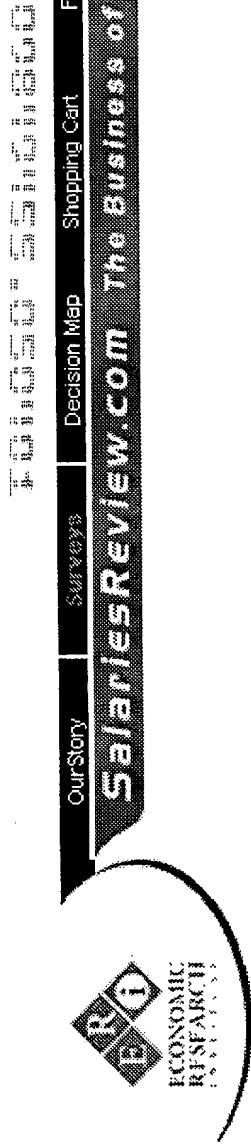


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Patent Pending

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F. 9 9.1



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## Available Surveys

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<a href="#">U.S./Canada Employee Benefit</a>	
<a href="#">International Remuneration</a>	
<a href="#">International Cost-of-Living</a>	
<a href="#">CPAs click here!</a>	
	
Affinity Program Provider	

## U.S./Canada Cost of Living Survey Report

### Search Results:

Search Request:	NANAIMO, BRITISH COLUMBIA CANADA
Survey/Source Name:	SalariesReview International Cost-of-Living Internet Based Survey
Survey Publisher:	SalariesReview.com
Survey Publication Date:	22-Feb-2000
Latest Data Collection Date:	01-Jan-2000
Cost-of-Living Survey Area:	NANAIMO, CANADA
	ERI OES AREA

**Table 1**

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category	Employee Type	Cost Item	U.S. DOLLARS	CANADIAN DOLLARS	# of Observations
<b>For the Traveler - Temporarily Stationed Employee</b>					
1.	DAILY amount for meals and incidental expenses for the traveling businessperson.		79	114	1
2.	Hotel room - DAILY rate for average room - twin bed.		61	89	1
<b>Taxes -</b>					
3.	Sales or Value-Added tax rate on Consumables.		5	7	1
4.	Residence (owned) property tax/mill rates (/1000).		1	1	1

Fig. 9B

902

**Consumables - Temporarily Stationed Employee**

- 5. Price of ONE loaf of bread.
- 6. Price of ONE adult sized white T-shirt.
- 7. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).
- 8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.

**Housing - Long Term Stationed Employee**

- 9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.
- 10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).
- 11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).
- 12. MONTHLY electrical rate per kilowatt hour.

**Services - Long Term Stationed Employee**

- 13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).
- 14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).
- 15. AVERAGE daily cost for a semi-private hospital room for a non-national.

**Transportation - Long Term Stationed Employee**

- 16. 2.5 Liters or 1 gallon of regular mid-level gasoline.
- 17. ANNUAL auto insurance as a % of auto value.
- 18. ANNUAL auto registration plus fees as a % of auto value.

**Cost-of-Living Comparison - Long Term Stationed Employee**

19. COL compared to U.S. \$ 48,000 in earnings.	62,343	90,397	N/A
20. COL % compared to U.S. and Country National.	129.88	111.12	N/A

N/R = Not Reported; N/A = Not Applicable  
Exchange Rate = 1.45 CANADIAN DOLLAR per 1 U.S. Dollar (04 Jan 2000)

**Methodology/Description**

F.9. 9C

Complete methodology for this report can be found at  
"www.salariesreview.com/surveys/methodology2.cfm" or by clicking the Methodology link above.

## **Complete Reports and In-Depth Analyses**

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, including personal income taxes.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:  
Relocation Assessor

---

Report Date: 22-Feb-2000

End of Report



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Fig. 9D



910

13. (or equivalent coverage ie., any National Plan).

14. Sales or Value-Added tax rate on Consumables.

15. Residence (owned) property tax/mill rates (/1000).

16. 1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).

17. ANNUAL auto insurance as a % of auto value.

18. ANNUAL auto registration plus fees as a % of auto value.

*Submit Data*

---

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## U.S./Canada Employee Benefit Report

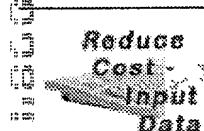
### Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider



1000

QuickZip

Enter a postal code now to jump to Step 3!

[Example Report](#) [Methodology](#)**Select a survey area.** (Wait for the screen to refresh itself after each selection.)**Step 1. Country** Go**Step 2. State/Province** Go**Step 3. City in Survey Area** Go**Add to Cart**

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Patent Pending.

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Fig. 10A



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## Available Surveys

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[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)



[Affinity Program Provider](#)

## ERI Employee Benefits Survey Report

<b>Search Request:</b>	<b>Atlanta, Georgia United States Atlanta, GA MSA</b>
Survey/Source Name:	SalariesReview U.S./Canada Internet Based Employee Benefits Survey
Survey Publisher:	SalariesReview.com
Survey Publication Date:	15-Mar-2000
Latest Data Collection Date:	01-Jan-2000
Number of Employees:	11397
Number of Organizations:	29
Employee Benefits Survey Area:	ATLANTA, GEORGIA, UNITED STATES ATLANTA, GA MSA
Major Industry Represented:	All Industry

## Category

## Employee's Monthly Contribution

Type of Plan	Single	Family
Managed Care	38.68	146.63
Traditional	41.63	147.7
Dental	9.81	27.33
Not Known	3.45 % (Medical)	3.45 % (Dental)

## Employer Monthly Medical and Dental Benefit Cost

Type of Plan	Single	Family
Managed Care	165.05	455.35
Traditional	180.05	489.12

Fig. 10B

Payments for Time Not Worked

	<b>Years of Service</b>	<b>Number of Days</b>			
	1	5	10	20	Carried Over
Vacation	9.97	14.36	17.47	20.15	27.59 %
Sick Leave	10.18	13.08	15.43	16.61	37.93 %
Holidays	9.86				3.45 %
Personal Leave	3.43				3.45 %

#### **Payments for Time Not Worked**

<b>Years of Service</b>	<b>1</b>	<b>5</b>	<b>10</b>	<b>20</b>	<b>Carried Over</b>
Vacation	9.97	14.36	17.47	20.15	27.59 %
Sick Leave	10.18	13.08	15.43	16.61	37.93 %
Holidays	9.86				3.45 %
Personal Leave	3.43				3.45 %

#### **Other Benefits Offered to Employees**

	<b>Organizations Offering Benefits</b>
Basic Group Life Insurance	96.55 %
Supplemental Life Insurance	72.41 %
Vision	44.83 %
Long Term Disability	89.66 %
Short Term Disability	89.66 %
Flexible (125) Plan - Payroll Option	44.83 %
Flexible (125) Plan - Dependent Care FSA	62.07 %
Flexible (125) Plan - Healthcare FSA	62.07 %
Employee Assistance Plan	65.52 %
Retirement - Pension Plan (Defined Benefit)	3.45 %
Retirement - Profit Sharing - 401(k)	68.97 %
Retirement - ESOP	3.45 %
Long Term Care	13.79 %

#### **Professional Service Costs**

Local area costs are not known	17.24 %
Semi-private room in hospital before insurance	229.93
Doctor's office visit before insurance (patient examination)	46.14
Dentist's office visit before insurance (patient examination)	35.98

Report Date: 15-Mar-2000  
 Country-of-origin values based on exchange rates effective 28-Jan-2000  
**End of Report**

Fig 10C

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## Available Questionnaires

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate](#)

CPAs click here!



Affinity Program Provider

## Employee Benefit Survey Questionnaire

1006  
fb

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Fill in the following information ... (In this country's currency).

### I. Enter Your Email Address

\*These are mandatory fields You must enter information in these fields in order to submit your data.

0% Complete ↵ 1007

### II. Enter the zip/postal code in which you have most of your employees.

### III. Company Size (Number of employees eligible for medical coverage)

<input type="radio"/>						
1-10	11-50	51-100	101-500	501-1,000	1,001-2,500	2,500 +

[Continue . . .](#)

F. g. 101

F. q 10 E



IV. Check the industry for which you are providing data (more than one may be checked)

**All Industry**

9999 ALL INDUSTRY

**Agriculture, Forestry, Fishing & Mining**

- 100 AGRICULTURE, FORESTRY, AND FISHING
- 1000 MINING
- 1200 COAL MINING
- 1300 OIL AND GAS EXTRACTION
- 1400 NONMETALLIC MINERALS, EXCEPT FUELS

**Construction**

- 1599 CONSTRUCTION
- 1600 HEAVY CONSTRUCTION, EX. BUILDING

**Manufacturing**

- 2000 MANUFACTURING
- 2100 TOBACCO PRODUCTS & LIQUOR PRODUCTS
- 2200 TEXTILE MILL PRODUCTS
- 2300 APPAREL AND OTHER TEXTILE PRODUCTS
- 2500 FURNITURE AND FIXTURES
- 2600 PAPER AND ALLIED PRODUCTS
- 2700 PRINTING AND PUBLISHING
- 2815 CHEMICALS AND ALLIED PRODUCTS
- 2830 DRUGS, MEDICINALS AND BOTANICALS
- 2900 PETROLEUM AND COAL PRODUCTS
- 3000 RUBBER AND MISC. PLASTICS PRODUCTS
- 3100 LEATHER AND LEATHER PRODUCTS
- 3200 STONE, CLAY, AND GLASS PRODUCTS
- 3300 PRIMARY METAL INDUSTRIES
- 3400 FABRICATED METAL PRODUCTS
- 3520 INDUSTRIAL MACHINERY AND EQUIPMENT

100%

- 3570 COMPUTER AND OFFICE EQUIPMENT
- 3600 ELECTRONIC & OTHER ELECTRIC EQUIPMENT
- 3640 ELECTRIC LIGHTING AND WIRING EQUIPMENT
- 3665 RADIO & TV, TELEPHONE COMMUNICATIONS EQUIPMENT
- 3670 SEMICONDUCTORS AND RELATED DEVICES
- 3700 TRANSPORTATION EQUIPMENT
- 3820 INSTRUMENTS AND RELATED PRODUCTS
- 3845 MEDICAL AND DENTAL INSTRUMENTS AND SUPPLIES
- 3860 PHOTOGRAPHIC EQUIPMENT, WATCHES AND SUPPLIES
- 3900 MISCELLANEOUS MANUFACTURING INDUSTRIES

#### **Transportation & Public Utilities**

- 4010 TRANSPORTATION AND PUBLIC UTILITIES
- 4100 LOCAL AND INTERURBAN PASSENGER TRANSPORT
- 4200 TRUCKING AND WAREHOUSING
- 4400 WATER TRANSPORTATION
- 4500 TRANSPORTATION BY AIR
- 4825 COMMUNICATION
- 4830 RADIO AND TELEVISION BROADCASTING
- 4910 ELECTRIC, GAS, AND SANITARY SERVICE
- 4920 PIPELINES, EXCEPT NATURAL GAS
- 4930 COMBINATION UTILITY SERVICES

#### **Wholesale Trade**

- 5000 WHOLESALE TRADE-DURABLE GOODS
- 5040 PROFESSIONAL & COMMERCIAL EQUIPMENT
- 5100 WHOLESALE TRADE-NONDURABLE GOODS

#### **Retail Trade**

- 5200 FURNITURE AND HOMEFURNISHINGS STORE
- 5300 APPAREL AND ACCESSORY STORES
- 5400 FOOD STORES
- 5500 AUTOMOTIVE DEALERS, REPAIR & STATIONS

#### **Finance**

- 6020 DEPOSITORY INSTITUTIONS
- 6060 CREDIT UNIONS
- 6100 NONDEPOSITORY INSTITUTIONS
- 6210 HOLDING AND OTHER INVESTMENT OFFICE
- 6355 INSURANCE CARRIERS
- 6411 INSURANCE AGENTS, BROKERS, & SERVIC
- 6511 REAL ESTATE
- 6790 MISCELLANEOUS INVESTING, TRUSTS

#### **Services**

- 7000 SERVICES
- 7371 COMPUTER SOFTWARE PREPACKAGED
- 7379 COMPUTER AND DATA PROCESSING SERVICES
- 7389 BUSINESS SERVICES
- 

10/10



7800 MOTION PICTURES

7900 AMUSEMENT & RECREATION SERVICES

8015 HEALTH SERVICES

8050 HOSPITALS

8200 MUSEUMS, BOTANICAL, ZOOLOGICAL GARDENS

8200 EDUCATIONAL SERVICES

8600 NONPROFIT ORGANIZATIONS

8710 ENGINEERING & MANAGEMENT SERVICES

8980 LEGAL SERVICES

**Government**

9000 PUBLIC ADMINISTRATION

1011

Continue . . .

Fig. 109

#### V. Employee's Monthly Contribution

	Single	Family	Not Known
Managed Care (HMO/ National or State Plan)	6	9	<input type="checkbox"/> 12
PPO, Indemnity	7	10	
Dental	8	11	<input type="checkbox"/> 13

#### VI. Employer's Monthly Medical and Dental Benefit Cost (if known)

	Single	Family	No Coverage
Managed Care (HMO)	45	48	<input type="checkbox"/> 51
Traditional (PPO, Indemnity)	46	49	
Dental	47	50	<input type="checkbox"/> 52

#### VII. Payments For Time Not Worked?

Benefit	Number of days (Round down to whole number)				Length of service (Round down to whole number years)	Can carry over to next year if not used? (Check box if "Yes")
	1	5	10	20		
Years of Service	1	5	10	20		
Vacation	29	30	31	32	27	<input type="checkbox"/> 33
Sick Leave	34	35	36	37	28	<input type="checkbox"/> 38
Holidays	39					<input type="checkbox"/> 40
Personal Leave	41					<input type="checkbox"/> 42

#### VIII. Any other benefits offered by your organization?

##### PLAN (Check all that applies)

<input type="checkbox"/> Basic Group Life Insurance 14	<input type="checkbox"/> U.S. (125) Plan - Pretax Payroll Deductions 19
<input type="checkbox"/> Supplemental Life Insurance 15	<input type="checkbox"/> U.S. (125) Plan - Dependent Care FSA 20
<input type="checkbox"/> Vision 16	<input type="checkbox"/> U.S. (125) Plan - Healthcare FSA 21
<input type="checkbox"/> Long Term Disability 17	<input type="checkbox"/> Employee Assistance Plan 22
<input type="checkbox"/> Short Term Disability 18	<input type="checkbox"/> Retirement - Pension Plan (Defined Benefit) 23
	<input type="checkbox"/> Retirement Profit Sharing 401(k) 24
	<input type="checkbox"/> Retirement-ESOP 25
	<input type="checkbox"/> Long Term Care 26

#### IX. Professional Service Costs

Cost of hospital semi-private room before insurance	54	<input type="checkbox"/> 53
Cost of visit to doctor's office (Patient examination) before insurance	55	
Cost of visit to dentist's office (Routine examination) before insurance	56	

Fig. 104

[OurStory](#)[Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com The Business of Pay Information**

## Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider

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## International Remuneration Report

Request a report of "median", "low" and "high" wage or salary, along with an average bonus" for up to ~4,000 positions in any of 210 different countries from this online, interactive salary survey from this on-line interactive survey.

Price . . . . . US \$18.00

[Example Report](#) [Methodology](#)

**Select a area/position.** (Wait for the screen to refresh itself after each selection.)

**Step 1. Country** Go**Step 2. City in Survey Area** Go**Step 3. Position** Go**Description - No Position Selected**

Alternate Titles

**Add to Cart**

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## Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

International Remuneration

International Cost-of-Living

CPAs click here!



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## International Remuneration Survey Report

### Search Results:

<b>Position Title:</b>	General Clerk
<b>Requested City:</b>	TAMPERE, FINLAND
<b>Salary Survey Median:</b>	101,351 MARKKAA (FINNMARK)
<b>Survey/Source Name:</b>	SalariesReview International Internet Based Salary Survey
<b>Survey Publisher:</b>	SalariesReview.com
<b>Survey Publication Date:</b>	22-Feb-2000
<b>Latest Data Collection Date:</b>	01-Jan-2000
<b>Population:</b>	10
<b>Number of Organizations:</b>	5
<b>Salary Survey Area:</b>	TAMPERE, FINLAND

### Alternate Titles

General Clerk; Office Clerk; Clerk General

### Survey Position Description

Performs any combination of following and similar clerical duties requiring limited knowledge of systems or procedures: Writes, types, or enters information into computer, using keyboard, to prepare correspondence. Prepares, issues, and sends out receipts, bills, policies, invoices, statements, and checks. May compute wages, taxes, premiums, commissions, and payments. Tabulates and posts data in record books. Proofreads records or forms. Counts, weighs, or measures material. Sorts and files records. Receives money from customers and deposits money in bank. Addresses envelopes or packages by hand or with typewriter or addressograph machine. Stuffs envelopes by hand or with envelope stuffing machine. Adjusts complaints. Operates office machines, such as typewriter, adding, calculating, and duplicating machines. Opens and routes incoming mail, answers correspondence, and prepares outgoing mail. Answers telephone, conveys messages, and runs errands. Stamps or numbers forms by hand or machine. Photocopies documents, using photocopier.

F:q. 113

Table 1

Currency: U.S. DOLLARS	Incumbents	Firms	Low	Median	High	Bonus
Position	Incumbents	Firms	Low	Median	High	Bonus
• General Clerk	10	5	12,270	16,808	20,674	0
• General Clerk	10	5	73,986	101,351	124,662	0

• N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 6.03 MARKKA (FINNMARK) per 1 U.S. Dollar (04 Jan 2000)

### Methodology/Description

Complete methodology for this report can be found at "[www.salariesreview.com/surveys/methodology1.cfm](http://www.salariesreview.com/surveys/methodology1.cfm)" or by clicking the Methodology link above.

### Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see:

[International Reference Report](#) or

- For an interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:  
[Relocation Assessor](#)

Report Date: 22-Feb-2000  
Country-of-origin values based on exchange rates effective 04-Jan-2000

End of Report



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Fig. 11C

[Our Story](#)[Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com The Business of Pay Information****Available Surveys to Purchase**[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)**International Remuneration Survey Questionnaire**

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

**Select Survey Area****Step 1. Country** --Select a country-- **Step 2. City in Survey Area** --Select a city-- **Step 3. Position** --Select a position-- **Available Questionnaires**[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate](#)

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**Fill in the following information ... (In this country's currency).****Step 4. Your Email Address****Step 5. Enter years of experience in the job and annual salary.**  
Data should be that paid to an in-country national for the above position in the currency of the country.**In-country currency**

1. Years of experience in the position.
2. Annual salary now paid.
3. Annual bonus/incentive now paid.

 10**Submit Data**

1106

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F. 11.2

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## International Cost-of-Living Report

Request a report consisting of 18 key cost items affecting housing, transportation, services, and consumables for 1,400 international locations in 210 countries from this on-line interactive survey.  
Price ..... US \$18.00

[Example Report](#) [Methodology](#)

Select a survey area. (Wait for the screen to refresh itself after each selection.)

**Step 1. Country** **Step 2. City in Survey Area** **Add to Cart**

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Fig 12.6



OurStory

Answers

Decision Map

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## Available Surveys

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[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

International Remuneration

[International Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)



Affinity Program Provider

## International Cost of Living Survey Report

### Search Results:

#### Search Request:

VICTORIA, HONG KONG  
SalariesReview International Cost-of-Living Internet Based Survey

Survey/SOURCE Name:

SalariesReview.com

Survey Publisher:

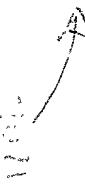
22-Feb-2000

Latest Data Collection Date:

01-Jan-2000

Cost-of-Living Survey Area: VICTORIA, HONG KONG

Table 1



Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category	Reported Average	U.S. DOLLARS	HONG KONG DOLLARS	# of Observations
Employee Type Cost Item				

#### For the Traveler - Temporarily Stationed Employee

1. DAILY amount for meals and incidental expenses for the traveling businessperson.
2. Hotel room - DAILY rate for average room - twin bed.

Fig 12B

**Taxes -**

3. Sales or Value-Added tax rate on Consumables.	N/R	N/R	N/A
4. Residence (owned) property tax/mill rates (/1000).	N/R	N/R	N/A

**Consumables - Temporarily Stationed Employee**

5. Price of ONE loaf of bread.	3	20	1
6. Price of ONE adult sized white T-shirt.	6	45	1
7. Price of ONE 'Big Mac' or equivalent 7 gram or 1/4 lb hamburger sandwich (with toppings).	4	27	1
8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.	1	7	1

**Housing - Long Term Stationed Employee**

9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	13,594	105,761	1
10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	6,676	51,939	1
11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	329	2,556	1
12. MONTHLY electrical rate per kilowatt hour.	11	87	1

1204

**Services - Long Term Stationed Employee**

13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	90	699	1
14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).	761	5,920	1
15. AVERAGE daily cost for a semi-private hospital room for a non-national.	316	2,462	1

**Transportation - Long Term Stationed Employee**

F 9 12 C

16. 2.5 Liters or 1 gallon of regular mid-level gasoline.

17. ANNUAL auto insurance as a % of auto value.

18. ANNUAL auto registration plus fees as a % of auto value.

<b>Cost-of-Living Comparison - Long Term Stationed Employee</b>			
19. COL compared to U.S. \$ 48,000 in earnings.	181,722	1,413,797	N/A
20. COL % compared to U.S. and Country National.	378.59	101.17	N/A

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 7.78 HONG KONG DOLLAR per 1 U.S. Dollar (04 Jan 2000)

## **Methodology/Description**

Complete methodology for this report can be found at  
["www.salariesreview.com/surveys/methodology4.cfm"](http://www.salariesreview.com/surveys/methodology4.cfm) or by clicking the Methodology link above.

## **Complete Reports and In-Depth Analyses**

- For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see:

[International Reference Report](#) or

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, assuming tax equalization by the employer.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:  
[Relocation Assessor](#)

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Report Date: 22-Feb-2000  
 Country-of-origin values based on exchange rates effective 04-Jan-2000  
 End of Report

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V2 of



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Affinity Program Provider

1208

**International Cost-of-Living Survey Questionnaire**

To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. All survey data is to be entered in the currency of the country.

**Select Survey Area****Step 1. Country** --Select a country-- **Step 2. City in Survey Area** --Select a city-- **Fill in the following information ... (In this country's currency).****Step 3. Your Email Address**

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

**In-country currency**

1. Hotel room - DAILY rate for average room - twin bed.
2. DAILY amount for meals and incidental expenses for the traveling businessperson.
3. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).
4. ONE container, .8 liter or 12 oz Coca Cola/equivalent.
5. Price of ONE adult sized white T-shirt.
6. Price of ONE loaf of bread.
7. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).
8. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.
9. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).
10. MONTHLY electrical rate per kilowatt hour.
11. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).
12. AVERAGE daily cost for a semi-private hospital room for a non-national.

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- 13. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).
- 14. Sales or Value-Added tax rate on Consumables.
- 15. Residence (owned) property tax/mill rates (/1000).
- 16. 1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).
- 17. ANNUAL auto insurance as a % of auto value.
- 18. ANNUAL auto registration plus fees as a % of auto value.

**Submit Data**

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[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

[College Graduate Offer](#)



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Number of Organizations:

Salary Survey Area:

34

Lan Administrator  
Austin, Texas United States  
Austin-San Marcos, TX MSA

**63,303 UNITED STATES DOLLARS**

SalariesReview U.S./Canada Internet Based Salary Survey

SalariesReview.com

30-Mar-2000

01-Jan-2000

49

Location: Austin, TEXAS, UNITED STATES  
Area: AUSTIN-SAN MARCOS, TX MSA  
Counties: BASTROP; CALDWELL; HAYS; TRAVIS;  
WILLIAMSON

## Alternate Titles

Lan Administrator; Network (lan) Administrator; Local Area Network Administrator; Computer (lan) Administrator

## Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's

F:q 13 B

objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

**Table 1**

Currency: U.S. DOLLARS Position	Incumbents	Firms	Low	Median	High	Bonus
• Lan Administrator	49	34	43,255	63,303	77,079	5,138

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (28 Jan 2000)

### **Methodology/Disclaimer**

Complete methodology for this report can be found at "www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

### **Complete Reports and In-Depth Analyses**

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the:  
[Geographic Reference Report](#) or  
[Salary Assessor](#)

- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the:  
[Salary Assessor](#)

Report Date: 30-Mar-2000  
Country-of-origin values based on exchange rates effective 28-Jan-2000

End of Report

F:q 13C

# Geographic Assessor

File Edit View Library Internet Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis

Change Area

1402a

1402b

## Dental Hygienist

1402c

DOT: 078.361-010

SOC: 292021 NOC: 3222

OES Data | Census Data | SOC Description | DOT Description | Survey Comparison | Method

Crosswalk - Geographic Assessor to OES

Actual Extract from the Occupational Employment Statistics (ETA/BLS)

Data as of 10/12/96 – 10/01/99  
for use in Calendar Year 2001

SEATTLE-BELLEVUE-EVERETT, WA PMSA

OES Title: Dental Hygienists

Area Code	SOC Code	Level	Overall Mean	Level I Mean	Level II Mean
				Beginning	Fully Competent
537600	292021	1	67,787	64,709	69,326

(Level: 1 = MSA, PMSA, or Balance of State Area; 2 = Contiguous Areas; 3 = Statewide; 4 = U.S. nationwide. Overall Mean is not usable for certification purposes per GA Letter 2-98; Level I Mean is weighed average of 1st 1/3rd of survey sample. Level II Mean is weighted average of remaining 2/3rds ("works with indirect supervision").

Data as of April 01, 2001

File

1400

F:9 14A

**Geographic Assessor**

File Edit View Library Internet Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis |

Change Area **Dental Hygienist** DOT: 078.361-010  
SOC: 292021 NOC: 3222

DES Data | Census Data | SOC Description | DOT Description | Survey Comparison | Method |

Survey Position Title: **Dental Hygienist** Search ▲

Retrieve Latest SalariesReview  
Salary Median Estimate (free) Submit

Retrieve Watson Wyatt Salary Survey (for fee)

Review Date: **April 1, 2001**

Weighted Average: **0** ERI Salary Assessor's consensus projected mean derived from multiple surveys is not appropriate.

Survey/Source Name: **Watson Wyatt**

Survey Publisher: **Watson Wyatt**

Survey Publication Date: **1/ 1/00** ERI's Projected Median, based on time series analyses of multiple data sources projecting real time data, indicates a projected median less than

Survey Data Effective Date: **1/ 1/00**

Data as of April 01, 2001 File: 1404

F 14 116

# Geographic Assessor

File Edit View Library Internet Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis |

Change Area

## Dental Hygienist

DOT: 078.361-010

SOC: 292021 NOC: 3222

DES Data | Census Data | SOC Description | DOT Description | Survey Comparison | Method |

Survey Position Title:

Dental Hygienist

Search

Retrieve Latest SalariesReview  
Salary Median Estimate (free)

Submit

Disconnected  
Verifying data.  
Data verified.

14.06

Retrieve Watson Wyatt Salary  
Survey (for fees)

[Review Survey Report Page](#)

Salary Survey Median:

52,340

EPI Salary Assessor's consensus projected mean,  
derived from multiple surveys is not appropriate.

Survey/Source Name:

EPI U.S./Canada Internet Based Salary Survey

Survey Publisher:

ERI Economic Research Institute

Survey Publication Date:

4/ 6/01

ERI's Projected Median, based on time series  
analyses of multiple data sources projecting real  
time data, indicates a projected median less than  
the published OES Level II (approximately the  
66th percentile) for this job. Review Survey  
Sources, call (800) 292-2881, for referral to  
consulting firms that offer commissioned survey  
retrieval services.

Survey Data Effective Date:

4/ 1/01

Number of Employees:

1,561

Number of Organizations:

612

Survey Page Number:

4,026

Employer Location:

Seattle, Washington

Salary Survey Area:

Island; King; Snohomish

OES Area:

SEATTLE-BELLEVUE-EVERETT, WA PMSA

Survey Position Description:

Dental Hygienist

Data as of: April 01, 2001

File:

F-9-H/C

File Edit View Favorites Tools Help

Stop Refresh Home Search Favorites History Mail Edit Discuss Dell Home

Address: http://www.salaryreview.com/?id=0018437&company=ERI%20example&sl=W4&statecode=53&countycode=33&jobnum=078361010

U.S./Canada Wage & Salary Survey Report

**Search Request:**

Dental Hygienist  
Seattle, Washington United States  
Seattle-Bellevue-Everett, WA PMSA

Data Effective: 01-Apr-2001

**Search Results:**

<b>Survey Position Title</b>	Dental Hygienist
<b>Salary Survey Median:</b>	US\$ 52,340
<b>Survey/Source Name</b>	ERI U S /Canada Internet Based Salary Survey
<b>Survey Publisher</b>	ERI Economic Research Institute
<b>Survey Publication Date.</b>	06-Apr-2001
<b>Latest Data Collection Date</b>	01-Apr-2001
<b>Number of Employees</b>	1,561
<b>Number of Organizations:</b>	612
<b>Salary Survey Area</b>	Seattle Seattle-Bellevue-Everett, WA PMSA

**Alternate Titles**  
Medical Dental Hygienist

**Survey Position Description**  
Performs dental prophylaxis. Cleans calcareous deposits, accretions, and stains from teeth and beneath margins of gums, using dental instruments. Feels lymph nodes under patient's chin to detect swelling or tenderness that could indicate presence of oral cancer. Feels and visually examines gums for sores and signs of disease. Examines gums, using probes, to locate periodontal recessed gums

Done Internet

1408

Fig. 14D